

---

# REWARD & RECOGNITION 2018

Narratives

## MANAGER OF THE YEAR



### JAMES RICE-CORRECTIONS ACADEMY DIRECTOR

#### VERMONT CORRECTIONAL ACADEMY

Jim Rice is tireless in his efforts to cultivate a learning organization that reflects the spirit of the Department of Corrections mission and vision. He's a natural leader and dedicated mentor and coach to Department of Corrections employees seeking training, professional development, and career-pathing. On top of his many responsibilities as Academy Director, he completed his graduate work and received his Master's in organizational development in December 2017. Jim is also participating in Vermont Leadership Initiative and maintains many certifications necessary for instructing workforce wellness, non-lethal use of force, and firearms. Jim's participation in the development of Department of Corrections leadership development program was pivotal in launching the first program in December 2017. Jim Rice is a committed and talented member of the Department of Corrections community and an outstanding employee.

## SUPERVISOR OF THE YEAR



### AMY LEAR-PROGRAM SUPERVISOR

#### RUTLAND PROBATION AND PAROLE

Amy supervises probation officers who are exclusively assigned to domestic or other violence cases. These are some of the most disturbing and potentially dangerous criminal offense categories. Amy has thoughtfully and meticulously trained three new probation officers to supervise these cases. Under Amy's guidance and mentorship, these brand-new officers have received the respect and trust of the district criminal court personnel. Amy emulates the Department's values of commitment and responsibility and fosters strength-based professional development for her staff. Amy is a graduate of the Vermont Public Manager's program, received her master's degree through online learning and serves on the Rutland County Domestic High-Risk team. Amy also teaches Case Management as an Adjunct Instructor at Community College of Vermont.

## SUPERVISOR OF THE YEAR



### DANIEL ZORZI - FACILITY SHIFT SUPERVISOR

#### CHITTENDEN REGIONAL CORRECTIONAL FACILITY

Chittenden Regional Correctional Facility would like to recognize CFSS Daniel Zorzi for his outstanding work. Dan has been a Shift Supervisor for just short of 2 years. In that time, he has experienced a plethora of situations and challenges that he has met with professionalism, enthusiasm, decisiveness, and clarity; all marks of a great leader. Daniel is task-oriented; you ask for it, he gets it done. He was asked to oversee inmate employment and was able to bring up the standard of work in which the women could be proud. He currently oversees the Facility Training Officer program and oversees interviews and recruitment for COs. Dan may have missed his calling as a car salesman; we have seen him take a hard no from a potential candidate and turn it into a yes! Most importantly, Dan sees and understands the value of positive feedback. He is always making sure to issue verbal and written positive feedback and makes sure that management and his peers are aware so that the good news spreads. The work that we do is hard; Shift Supervisors oversee the safety of an entire building and all the staff and inmates in it. It is easy, at times, to get caught up in the incident and forget about the people. Dan ensures that the people are taken care of first. He makes it a priority to check in with staff when needed, takes an extra 5 minutes to talk to an inmate which, in turn, makes the difference between a use of force and not. Thank you for the professionalism, respect, dedication, and care that you bring to our team.

## SUPERVISOR OF THE YEAR



### RICK WADE-CHIEF OF SECURITY

#### NORTHEAST CORRECTIONAL COMPLEX

Rick Wade provides the highest example of leadership through positive supervision and professionalism within the Department of Corrections. He encourages his staff with optimism and confidence setting the tone for the development of confident staff and strong teams. He is considered with high regard by his staff and his motivation techniques ensure the facility is getting the best out of those whom he supervises. Rick assumed the Security & Operations Supervisor position in 2017 and many reports have come in stating that morale is increasing every day. The standards and work expectations he sets are high, but he motivates those around him to rise to the occasion, meet their goals and even exceed beyond those expectations. His managing practices are organized, ethical, and fair. He is a true leader and a great contributor and role model for the Department of Corrections.

## CORRECTIONAL OFFICER OF THE YEAR



### MICHAEL PELTON-FACILITY SHIFT SUPERVISOR

#### SOUTHERN STATE CORRECTIONAL FACILITY

Mike Pelton came to Southern State Correctional Facility as a pre-RIF from South East State Correctional Facility. Although he took a loss in rank, he maintained a very positive attitude and demonstrated his skills as a natural leader that staff quickly took a following to. Only after about 4 months at Southern State Correctional Facility, he was the top pick to fill in as a CFSS, the position he is currently working. Pelton was selected as the Southern State Correctional Facility SRT leader after being on the team for a few months. He is a UOF trainer and helps develop on the spot training, such as his transport training pamphlets. He is eager to learn, continuously requesting more responsibilities, he seeks feedback on his performance and how to improve. CFSS Pelton demonstrates the motivation, exceptional interpersonal skills, and investment in the success of those around him; all attributes which make him an exceptional officer.

## COMMUNITY SERVICE TEAM LEADER



### PAUL LAVALETTE-COMMUNITY SERVICE TEAM LEADER

#### NEWPORT PROBATION AND PAROLE

Paul takes a lot of pride in his work and this shows in the quality of the work crew program. Paul has helped create reparative opportunities for those sentenced to this program. Paul reinforces responsibility, commitment, and integrity to work crew participants through the work crew experience. Paul was highlighted in the local newspaper and the work crew participant stated, "work crew is not a punishment, it's a chance to pay his debt to society." Paul has shaped a program that participants benefit when completed.



## CASEWORKER OF THE YEAR



**MICHAEL MCGURL-PROBATION AND PAROLE OFFICER**  
**MIDDLEBURY PROBATION AND PAROLE**

Mike McGurl consistently demonstrates a calm, steady leadership, fostering a positive workplace environment for all. He excels in his work with the Parole Board: he demonstrates the belief people can change and gives them opportunities to do so. Mike uses EPICS, striving to provide offenders with pro-social skills. Mike provided trauma-informed support to a client with an extensive criminal history, achieving observable changes in his thinking and behavior, and resulting in a positive parole outcome.

## CASEWORKER OF THE YEAR



**BRANDON BUSHEY-PROGRAM SUPERVISOR**  
**BURLINGTON PROBATION AND PAROLE**

Brandon is a leader as shown through his work as a PO and his multiple Department of Corrections trainer roles (Operationalizing RNR and DVSIR). Brandon's upbeat and "can do" attitude is very helpful to his ability to work with and support others. Brandon sees RNR work as imperative in assisting offenders in becoming productive members of society, and he clearly recognizes that by helping staff understand evidence-based practices it will create a better result for our communities.

## ADMINISTRATIVE SUPPORT SERVICES EMPLOYEE OF THE YEAR



### AUTUMN MORANCY-ADMINISTRATIVE ASSISTANT

#### SPRINGFIELD PROBATION AND PAROLE

Autumn has been with the Springfield Probation and Parole office for four years. She runs the administrative part of the office with a quiet confidence. Autumn greets everyone with a smile and always makes them feel comfortable. She is willing to help support staff even if it means stopping what she's doing. Autumn demonstrates the following qualities: productive, energetic, funny, organized, and thorough. She's done an outstanding job making sure OMS is kept up to date and that all required information is entered. This office would not run as smoothly without her presence. She's been a godsend. Autumn is an asset to the Springfield office.



## CORRECTIONS TEAM OF THE YEAR



## OPERATIONALIZING RISK NEED RESPONSIVITY TRAINERS

### \*\*\* PSRW SELECTION \*\*\*

MIKE ARACE,	KATHRYN AYLWARD,	SHAWN BARAW,	BRANDON BUSHEY,
WALTER COBLE,	LISA COWDREY,	BRAD DANSEREAU,	BRAD DUNSMORE,
BRIAN FISHER,	AMBER GIBBS,	MARIA GODLESKI,	TRAVIS KIMBALL,
CAROLINE MARSH,	GARY MARVEL,	JEFF PERCY,	HANNAH PFADENHAUER,
STEPHEN RUSSELL,	JOE SAMPSELL,	LESA TROWT	

The team cooperated in CJMATRS implementation planning this past year. Their input to senior managers resulted in the development of an Operationalizing Risk-Need-Responsivity training, mandated for all CSS. As change agents, trainers reviewed the last decades of research on evidence-based practices to convey how these practices fit together into a coherent whole. The training offered structured exercises to connect assessments to case planning and implementation. This results-oriented collaboration informed CSS staff how they can impact recidivism reduction and how trainers can support them.

## MEDAL OF VALOR



### JUSTIN VITAGLIANO - FACILITY SHIFT SUPERVISOR

#### NORTHEAST CORRECTIONAL COMPLEX

On 2/10/17 during an SRT emergency deployment, CFSS Vitagliano saved several lives. In addition to his leadership, when the team and our mission were critically threatened by a misdirected grenade, CFSS Vitagliano acted immediately and at imminent risk to his personal safety, seized control of the errant grenade and redeployed it.

## PRESERVATION OF LIFE AWARDS



JANSEN SATTERLEE-CORRECTIONAL OFFICER II

ROBERT LITTLEJOHN-CORRECTIONAL OFFICER I

DAVID PARISER-GOLLON-CORRECTIONAL OFFICER I

ALICIA DANCAUSE-CORRECTIONAL OFFICER I

CHITTENDEN REGIONAL CORRECTIONAL FACILITY

On 11/6/17 an inmate began choking on her meal. This was immediately recognized by COII Satterlee. Officers Dancause, Pariser-Gollon and Littlejohn performed the Heimlich maneuver and dislodged the food. Other staff CO Cummings, COII Scatchard, CFSS Zorzi, and CFSS Catella also assisted medical and the inmate for the best outcome.



**DESIREE CRUMP-CORRECTIONAL SERVICES SPECIALIST**

**AARON LESTER-CORRECTIONAL SERVICES SPECIALIST**

**CHITTENDEN REGIONAL CORRECTIONAL FACILITY**

On 3/20/18 CSS Crump was meeting with an inmate in her office. At the end of the meeting, she walked the inmate back to her living unit. The inmate had been dysregulated for days and CSS Crump recognized her state. As the inmate attempted to jump off a second story flight of stairs CSS Crump immediately pulled her down and was assisted by CSS Lester.



**JEFFREY MCKEE-CORRECTIONAL OFFICER II**

**SOUTHERN STATE CORRECTIONAL FACILITY**

13 August 2017 COII McKee was conducting medication pass for an inmate when he began choking on his medication. COII McKee performed abdominal thrusts on the inmate and the medication was dislodged from his mouth. Due to COII McKee's quick actions, the inmates breathing was restored to normal.



## AMY JACOBS-PROBATION & PAROLE OFFICER II

### ST. ALBANS PROBATION AND PAROLE

On 9/1/2017 Po Amy Jacobs received a call from an offender. The offender was on furlough status and called PO Jacobs to say she had taken a whole bottle of pills and she was afraid she was going to die. PO Jacobs asked her where she was and told her she was on the way. Amy then grabbed PO Lisa Wilson and went out looking for the offender, who had told her she was walking on Fairfield Street in St. Albans. While driving around looking for the offender they made phone contact with her to try and locate her. At one point while on the phone with her, she began to vomit, and PO Jacobs could hear a male voice asking her if she was ok. The male eventually picked up the phone and gave directions to where they were. PO Jacobs told him to call 911. Upon arrival, the offender was laying on the ground vomiting and then proceeded to have seizures so badly that she bit her tongue and was bleeding from the mouth. Police arrived, soon after the ambulance arrived, and she was transported to the ER. PO Jacobs and Wilson stayed with her until the hospital decided to transfer her to UVM hospital. The hospital informed them they were not sure if she was going to make it. The offender did survive, and we were notified she was stable as of the morning of 9/3/17. If PO's Jacobs and Wilson had not gone out looking for this offender and acted as quickly as they did, the offender may very well have died.





MAXWELL MALONEY-COMMUNITY CORRECTIONS OFFICER

SCOTT MELVIN-COMMUNITY CORRECTIONS OFFICER

ST. JOHNSBURY PROBATION AND PAROLE

On 12/09/2017, CCOs Maloney and Melvin conducted a field check on an offender. When the offender answered the door, she advised she had run out of heating oil and she had turned the stove on to heat the house. Due to running out of propane, the pilot on the stove went out and the house filled with propane fumes. The CCOs also noticed a small electric heater running in the living room which concerned them as being a potential fire hazard with the level of propane fumes that they could smell in the home. The offender then advised she was having issues breathing and was very dizzy. CCOs advised the offender that a call should be placed to 911. The offender didn't think a call to 911 was necessary and said she thought she would be okay. CCOs Maloney and Melvin insisted they call 911 and kept the offender comfortable outside of the house until EMS personnel arrived and while they waited for firefighters to gauge the level of toxic fumes in the residence. The CCOs also planned for the neighbor to take the offender's dog should the offender be required to be taken to the hospital. The CCOs remained on scene until it was determined that the offender could stay at her residence. Officers Maloney and Melvin worked with the offender to make sure she got fuel. The offender later told her PO that the CCOs saved her life for insisting she not remain in the residence with the strong odor of propane. I think CCOs Melvin and Maloney saved the offender's life by not allowing her back in her residence until it was cleared by the fire department. When they arrived at the residence, the offender was already experiencing dizziness and difficulty breathing due to the levels of propane inside the residence. CCOs Melvin and Maloney showed professionalism in determining the house was potentially not safe for the offender and by remaining persistent in not allowing her back inside the residence until it was cleared. They also showed compassion for her pet by planning with the neighbors to care for the animal if needed. CCOs Melvin and Maloney went above and beyond their duties on this evening.





**MICHAEL PELTON-CORRECTIONAL FACILITY SHIFT SUPERVISOR**  
**SOUTHERN STATE CORRECTIONAL FACILITY**

On 3/11/2018 CFSS Pelton was instrumental in stopping the bleeding from an inmate who is a hemophiliac by applying a tourniquet to his wound. Due to CFSS Pelton's quick actions, the bleeding was arrested which could have possibly saved the inmates life. The inmate was then transported to the local hospital and later returned to the facility.



**STANLEY SANTAW-CORRECTIONAL OFFICER I**  
**SOUTHERN STATE CORRECTIONAL FACILITY**

On August 8, 2017, COI Santaw responded to an incident in which an inmate had engaged in a self-harming event. COI Santaw applied direct pressure to a self-inflicted wound on the inmate's arm that was severely bleeding. His rapid response and utilization of his training aided in possibly saving the inmates life.



**JEREMY CORNWALL-CORRECTIONAL FACILITY SHIFT SUPERVISOR**  
**SOUTHERN STATE CORRECTIONAL FACILITY**

On August 17, 2017, CFSS Cornwall's expedient response to a self-harming situation aided in arresting a large amount of bleeding from a wound that an inmate had inflicted upon himself. CFSS Cornwall applied direct pressure to the wound until medical staff responded.



**BRUCE NAPPI-CORRECTIONAL OFFICER II**  
**MICHAEL PELTON-CORRECTIONAL FACILITY SHIFT SUPERVISOR**  
**DAVID YOUNG-CORRECTIONAL OFFICER I**  
**SOUTHERN STATE CORRECTIONAL FACILITY**

On October 4, 2017, COII Nappi, CFSS Pelton, and COI Young were very instrumental in saving the life of an inmate who had severely lacerated his arm due to a self-harming event. By applying tourniquets to the inmate's arm and assisting medical staff that was providing treatment, the inmate was stabilized enough to be transported to the hospital by a helicopter.

## CORRECTIONS COMPASSION AWARD



CYNDY HAKANSSON-COMMUNITY CORRECTIONS OFFICER

RYAN GEORGE-COMMUNITY CORRECTIONS OFFICER

ST. JOHNSBURY PROBATION AND PAROLE

While performing field duties, CCO Hakansson and CCO George came upon a motor vehicle accident. The driver, the sole occupant of the vehicle, had gone off the road and hit a tree. The driver was pinned in the vehicle partially hanging out of the vehicle. CCO Hakansson and CCO George called 911. While waiting for emergency personnel, CCO Hakansson and George tried covering the victim with a blanket to keep him warm, the victim refused. CCO Hakansson and George were able to gather the victim's name and next of kin's contact information for emergency personnel. While waiting, the driver of the vehicle was pleading with CCOs not to let him die. The CCOs provided this man with the comfort of not being alone, staying with him until help arrived. The man later died of his injuries.

## ANNIVERSARIES OF STATE SERVICE



### 20 YEAR ANNIVERSARIES

WALTER BAILEY	JODI BARRIERE	CHRISTOPHER BARTON	LISA CAMERON
SUSAN CARMINATI	TRAVIS DENTON	SUZANNE DUBUC	ANDREA FOSTER
GERALD FORTIN	TINA HEYWOOD	RUTHIE HOLMES	KEVIN JEWER
ANDRE LAFLECHE	DAVID LEE	CHRISTOPHER MANDIGO	SCOTT MARTIN
MICHAEL MILLER	NATHAN PAQUETTE	RICKEY PLANK	RODNEY ST. DENIS
MARK VALLEY			





## 25 YEAR ANNIVERSARIES

AMY ANDERSON  
ROBERT CARROLL  
MARK LOSEBY  
STEVEN WALKER

DENNIS BRIERE  
ROSS FARNSWORTH  
SHAUN MCCUIN

MATTHEW BURLEW  
DONNA GREEN  
HEATHER SIMONS

MICHAEL CARLISLE  
WALTER HOLMES  
KORY STONE



### 30 YEAR ANNIVERSARIES

MICHAEL BEYOR

DEBRA BLACKWOOD

THOMAS DUNN

ROBERT GORTON

GREG HALE

JOHN HERNANDEZ

ANGIE HINTON

CYNTHIA LACK

DAVID LUMBRA

BRAD MCCORMACK

MARSHALL RICH

CLARK STEVER





### 35 YEAR ANNIVERSARIES

PAUL HEATH

SHEILA MARTIN



### 40 YEAR ANNIVERSARIES

THOMAS GIFFIN

KEITH TALLON

DEBORAH THIBAUT



45 YEAR ANNIVERSARIES

CHRISTINE BARROWS